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CENTRAL INTELLIGENCE AGENCY

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INFORMATION FROM

FOREIGN DOCUMENTS OR RADIO BROADCASTS

CD NO.

COUNTRY

DATE OF

INFORMATION

**SUBJECT** 

Economic; Sociological - Labor, manpower Political - Government administration

1949

HOW

**PUBLISHED** 

Irregular government publication

DATE DIST. 2 0ct 1950

WHERE

PUBLISHED

P'yongyang

NO. OF PAGES

**PUBLISHED** 

5 Sep 1949

SUPPLEMENT TO

LANGUAGE

Korean

REPORT NO.

THIS IS UNEVALUATED INFORMATION

SOURCE

Naekak Kongpo (Official Cabinet Announcements), No 10, Democratic People's Republic of Korea.

## STABILIZATION OF MANPOWER IN NORTH KOREA

According to Cabinet Decision No 107, the Rules Regulating the Supply and Demand of Workers for the Stablization of Manpower have been approved effective 2 August 1949. The rules may be summarized as follows:

The present rules aim to adjust the supply and demaid of workers, restrict job-to-job migration to stabilize manpower, and secure an adequate supply of manpower for the state-operated industrial enterprises (hereinafter referred to as state enterprises).

The Ministry of Labor and the provincial people's committees must keep perpetual inventory of manpower resources in the People's Republic. The people's committees below the provincial level must have a record of all the population capable of working, both male and female, including those living in the remote areas, particularly the Hwachon-min (fire-field settlers). They must submit a report thereof to the provinical people's committees each quarter of the year.

The government bureaus in need of workers must submit a request to the Ministry of Labor, stating the number currently available on hand and the number needed both for the present and in the future. The same procedures shall apply to enterprises, which must submit the requests to the people's committees.

If an employment service agency plans to recruit workers from outside the province, it must first obtain approval from the Ministry of Labor or from the provincial people's committee. The authorities of the province in which the recruitment is sought must assist. The workers so recruited must be registered in the records of the province supplying the workers and of the province employing them.

An individual enterprise may not recruit or hire workers without the consent of the local labor administration office or employment service agency, except in the following cases: (1) executives or engineers (2) workers who applied for employment directly with the enterprise. In either case, the office or agency must be promptly informed of the action.

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An enterprise may not hire away workers from other enterprises. An enterprise which violates this rule must pay a fine up to 1,000 won per worker so hired. The management of an enterprise may become legally liable under the following situations:

- 1. Made a false report to the authorities regarding the terms of employment of workers.
  - 2. Failed to carry out the terms of employment agreed upon.
- 3. Refused to hire the workers who were recruited by the employment service agency at the request of the enterprise.

Any person whose official or public capacity affects the supply and demand of manpower directly or indirectly, or any worker seeking employment or transfer, who has committeed bribery, forgery of records, or any other acts whether intentional or due to gross negligence which in any way distort the proper balance of supply and demand of manpower as called forth under the present rules, shall be subject to criminal prosecution.

Kim Il-song, Premier Pak Im-son, Acting Deputy Minister of Labor

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